

Wisconsin IP Academy

Employer Engagement in Industry Partnerships

December 8, 2010

Funding Industry Partnerships in Wisconsin

- Governor Doyle pledged \$6 Million
- Disburse funds through an RFP
- Eligible applicants: Wisconsin GROW Region
- Types of funding:
 - Convening** – Maximum \$25,000, no match
 - Training** – No Maximum, 50% local match
- Targeted Sectors: Energy, Health Care & Advanced Manufacturing

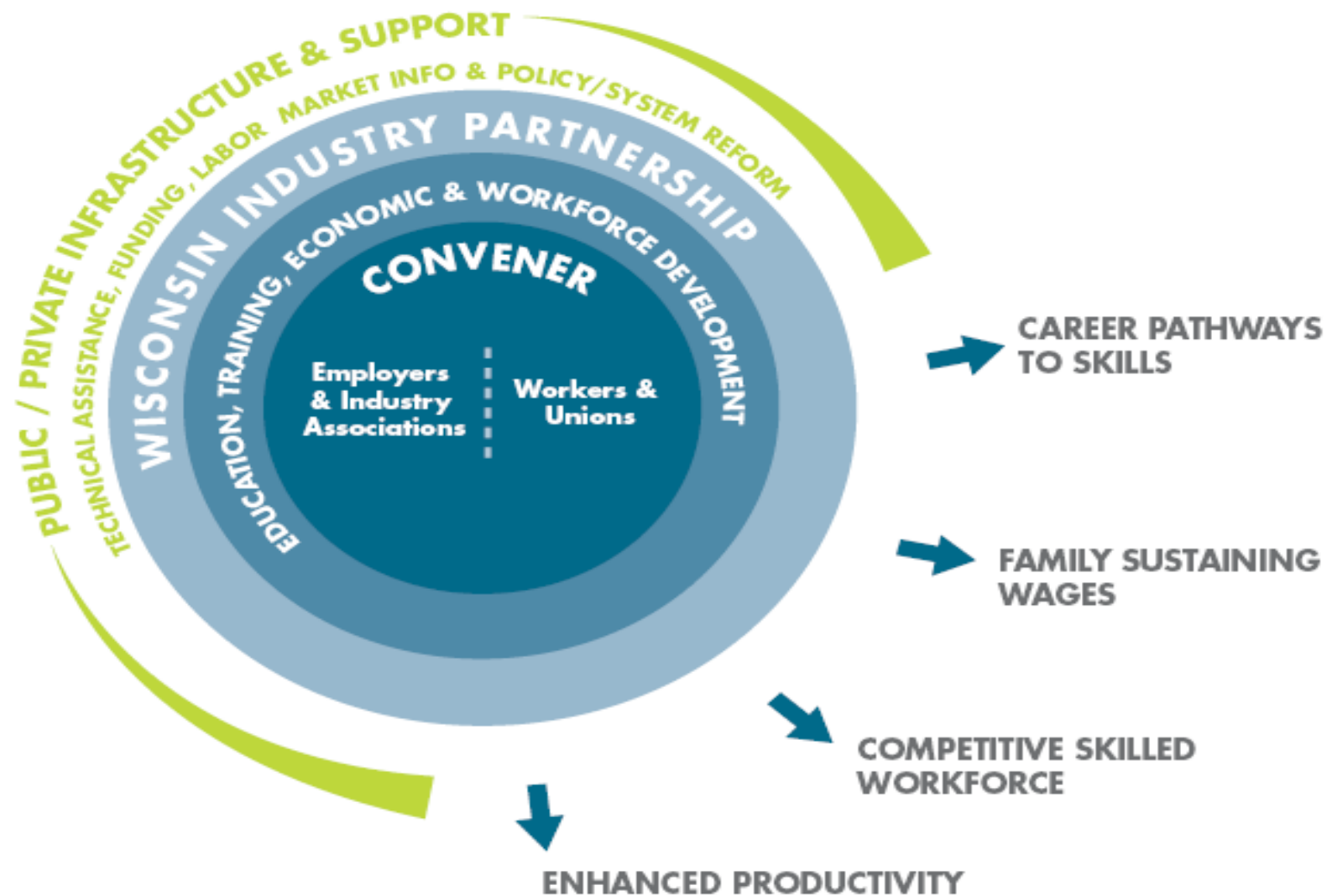
WI Industry Partnership Purpose

- Sustainable industry partnerships across the state
- Provide career opportunities for workers that lead to family sustaining wages
- Ensure skilled industry workforce
- Facilitate stakeholders to align Career Pathways and Adult Basic Education (ABE)/English Language Learner (ELL) Bridges to address industry needs

Definition

Industry Partnerships combine industry leadership with support from multiple partners to address common economic development and workforce needs and align resources to promote the economic competitiveness and worker skills in key industries

WISCONSIN INDUSTRY PARTNERSHIP MODEL



Industry Partnership Convener

- Brings together employers and other partners
- Provides a means for an ongoing discussion of workforce needs and solutions to address needs of both businesses and workers
- Are led by a workforce intermediary with credibility in the industry

Opportunity: Labor's Role in Industry Partnerships

- Speak on behalf of workers' needs
- Connect sector-specific labor reps to the industry partnership
- Recommend industry experts for the implementation of partnership projects
- Connect union represented employers to the industry partnership and resources

Industry Partnership Awards

Convening grants:

25 totaling \$574,612

Training grants:

16 grants totaling \$3,628,510

Workers trained to date:

703 Incumbent

101 Dislocated

1,244 additional proposed in new projects

Employer Driven Training Focused on the Worker

Industry Partnership training efforts
align with
RISE Career Pathways and Bridges

What is RISE?

- Regional Industry Skills Education (RISE), co-led by WTCS and DWD, and funded in part through a “Shifting Gears” grant from the Joyce Foundation
- Targets 25-54 year olds who could benefit from post secondary education, who are already in the workforce and earn less than the median wage.
- Career pathways and bridges as strategy to increase postsecondary skills attainment.



RISE Career Pathways

RISE Career Pathways is a way of:

- Organizing college level occupational training as a sequence of certificates that leads learners in attainable steps toward better jobs and a degree or technical diploma.
- Each step improves the learner's career and earning opportunities and provides a skill set wanted by an industry or industry sector.



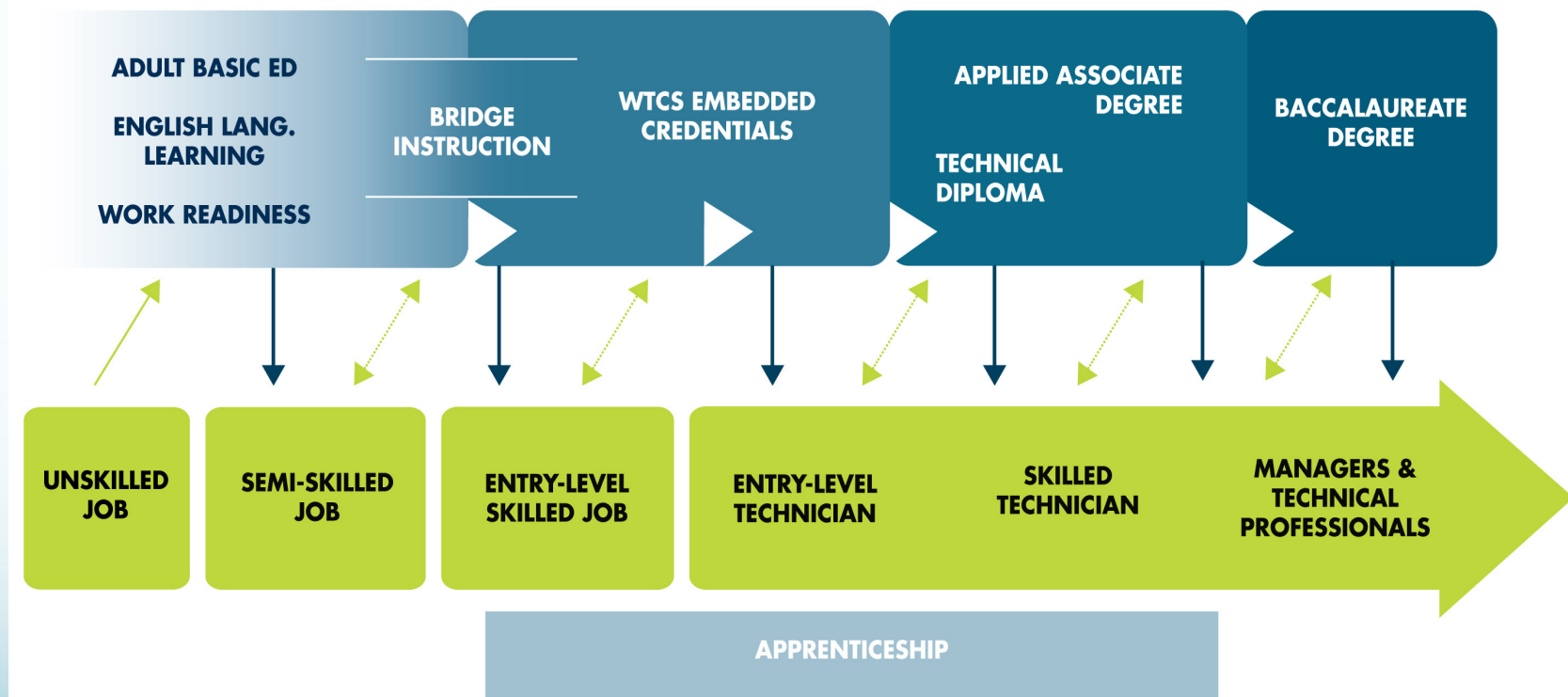
RISE Career Pathway Bridges

Career Pathway Bridges:

- Help adults who have basic skills or English Language Learning needs succeed in career pathways.
- Are courses that link basic skills development with occupational skills development and accelerate the transition from pre-college to college level work.



WISCONSIN CAREER PATHWAYS



Advantages of Career Pathways and Industry Partnerships for WI

- Benefits both workers and employers
- Based on proven, industry aligned technical college programs
- Effective strategy for workforce development boards and programs
- Supports Governor Doyle's skills-centered economic development strategy

Successful Outcomes of Industry Partnerships

- Improved wages and job options for workers
- Positive impact for employers and businesses

Results for Workers

- Employees who participate in sector-related training earned an average of two dollars more per hour
- Participants gained new jobs as a result within targeted sectors
- 83% of participants agreed that the training prepared them well for work in the targeted sector
- 78% said the program had improved their chances of getting a good job
- Participants in sector skills-training programs saw decreases in poverty (from 64% to 35%)

Results for Employers

- Turnover: 41% reported reduction
- Rework: 19% reported reduction
- Customer complaints: 23% reported reduction
- Companies that said partnerships with other companies were 100% valuable

Source: 3rd party evaluation of Massachusetts Sector Initiative



Wisconsin Industry Partnership Evaluation

- Impact on the Industry
- Impact on the Worker
- Impact on System Change

Industry Partnerships – Career Pathways Website

http://dwd.wisconsin.gov/industry_partnerships